Changes to Navy Race Codes: An Update

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Navy Equal Opportunity Program

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OMB Directed Changes
(Oct 97 – Jan 03)

- **Asian/Pacific Islander Category Split**
- **Selection of Multiple Categories, if desired**
- **Hispanic Declaration (Yes/No)**

Same as used in 2000 Census

http://www.census.gov

Old/New Categories Comparison

Old	New
C- White or Caucasian	**A- American Indian or Alaska Native**
M- Asian or Pacific Islander	**B- Asian**
N- Black or African-American	**C- Black or African American**
R- American Indian or Alaska Native	**D- Native Hawaiian or Other Pacific Islander**
X- Other	**E- White**
	F- Declined to Respond
	G- Identification Pending

Ethnic Categories

- **Other Hispanic Descent**
- **U.S./Canadian Indian Tribes**
- **Other Asian**
- **Puerto Rican**
- **Filipino**
- **Mexican**
- **Eskimo**
- **Aleut**
- **Cuban**
- **Indian**
- **Melanese**
- **Chinese**
- **Japanese**
- **Korean**
- **Polynesian**
- **Other Pacific Island Descent**
- **Latin American with Hispanic Descent**
- **Vietnamese**
- **Micronesian**

These categories will remain unchanged

Navy Working Group

CNO
CNP
CNPC
CNRC
SPAWAR ITC

Databases

- **NES: Navy Enlisted System (Master File for all active duty enlisted personnel)**
- **OPINS: Officer Personnel Information System (Master File for all active duty officer personnel)**
- **IMAMIS: Inactive Manpower and Personnel Management Information System (Master File for all Reserve personnel, officer and enlisted)**
- **NPDB: Navy Personnel Database (data warehouse that takes regular feeds from the aforementioned systems)**

Conversion completed 3-4 Jan 03

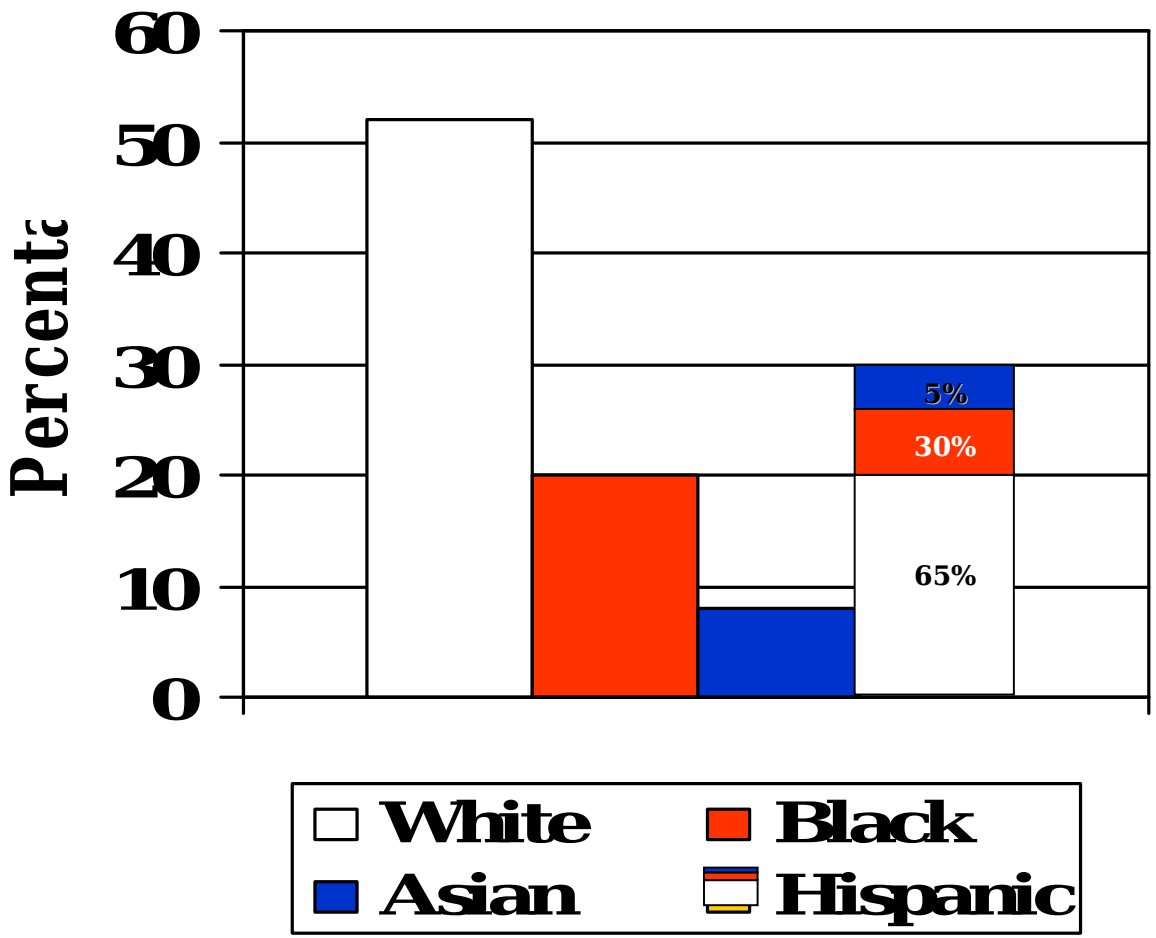
Status of Race Codes Changes

- **All corporate personnel systems have been modified to accept the new race codes**
- **Online update to race/ethnic preferences is available through BUPERS ONLINE (BOL) www.bol.navy.mil**
- **Changes to race/ethnic preferences are now also sent to the member's permanent record in EMPRS**

Reports

- **Recurring Reports from databases = 359**
  - **So far 8 reports have been identified as “critical”**
- **Examples of other reports:**
  - **Selection Board Reports**
  - **NJROTC Reports**
  - **Recruiting Reports**
- **Report modification will be done on a case by case basis as they are identified by the user.**

Displaying Navy Demographics



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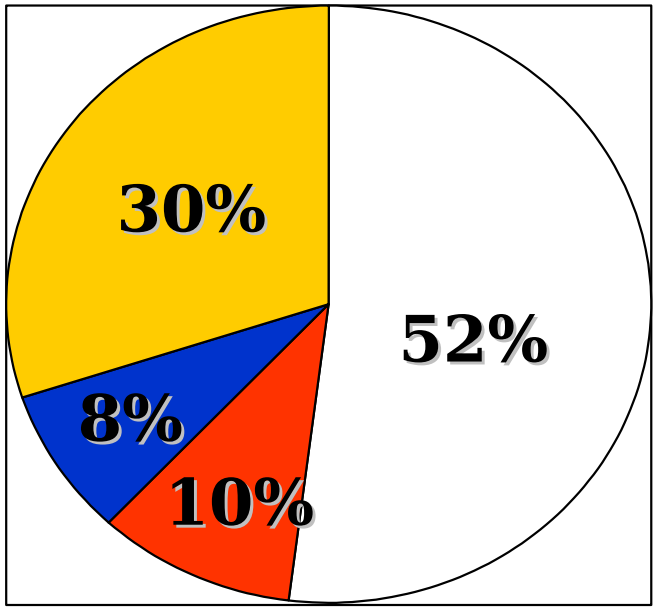

* *Non-Hispanic*

- **Hispanic is not a race.**
- **When doing a comparison (total = 100%) races shown must be non-Hispanic.**
- **Hispanic ethnicity pulled from each of the races and separated out into its own category.**

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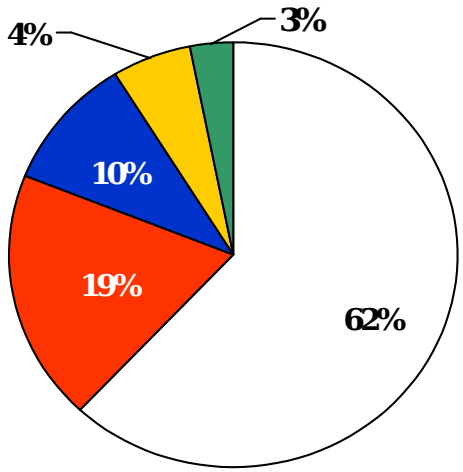
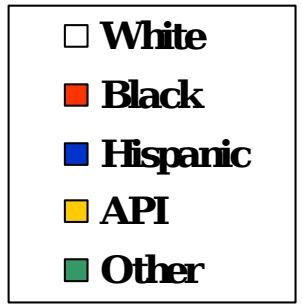
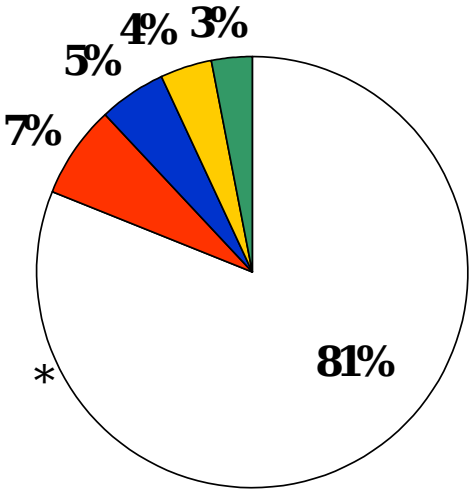
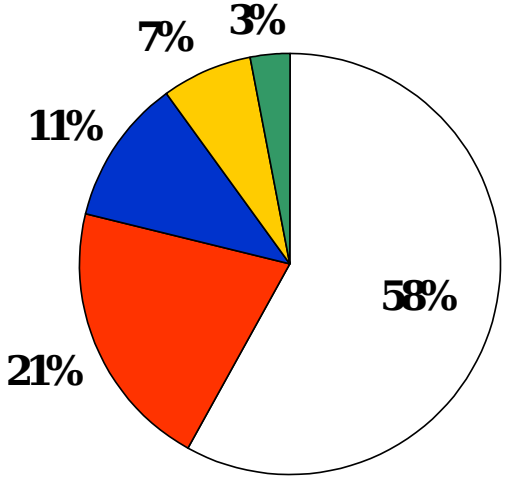




Total Force



Officers



Enlisted